

# California Postsecondary Education Commission





# Public Higher Education Performance Accountability Framework Report

Goal: Contributions to Economic, Civil,  
and Social Development

*Measure: Educational  
Attainment of Population*

# Public Higher Education Accountability Framework

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- Under State law, the Commission is the public agency with data needed to assess student success across the education systems.
- Priority is to achieve the best-educated and prepared workforce and population.

# Finding

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- The California economy needs more people with degrees than the state produces.
  - California has fewer degree holders than benchmark states.
  - California imports many degree holders to make up the short fall.

# Educational Attainment Matters

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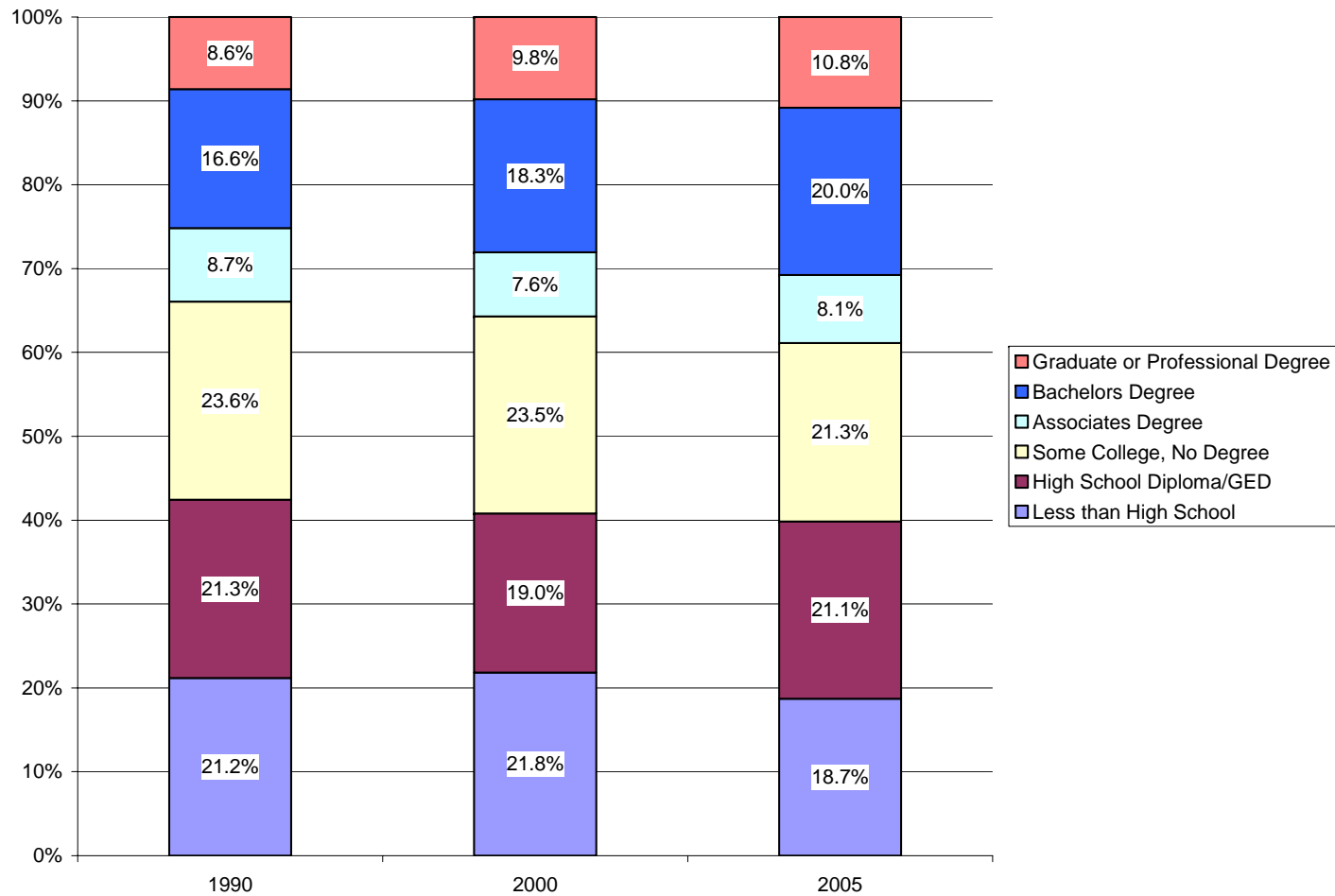
- California's human capital is key competitive advantage.
- Businesses locate and develop here because of skills and ingenuity of workforce.
  - Silicon Valley- High Tech
  - Hollywood- Entertainment
  - San Diego- Bio-Tech

# Measuring Educational Attainment

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- Used census data from 1990, 2000, and 2005.
- Migration into and out of California 1995-2000

# California Educational Attainment is Increasing Slowly



# Movement In and Out of California Shapes Educational Attainment

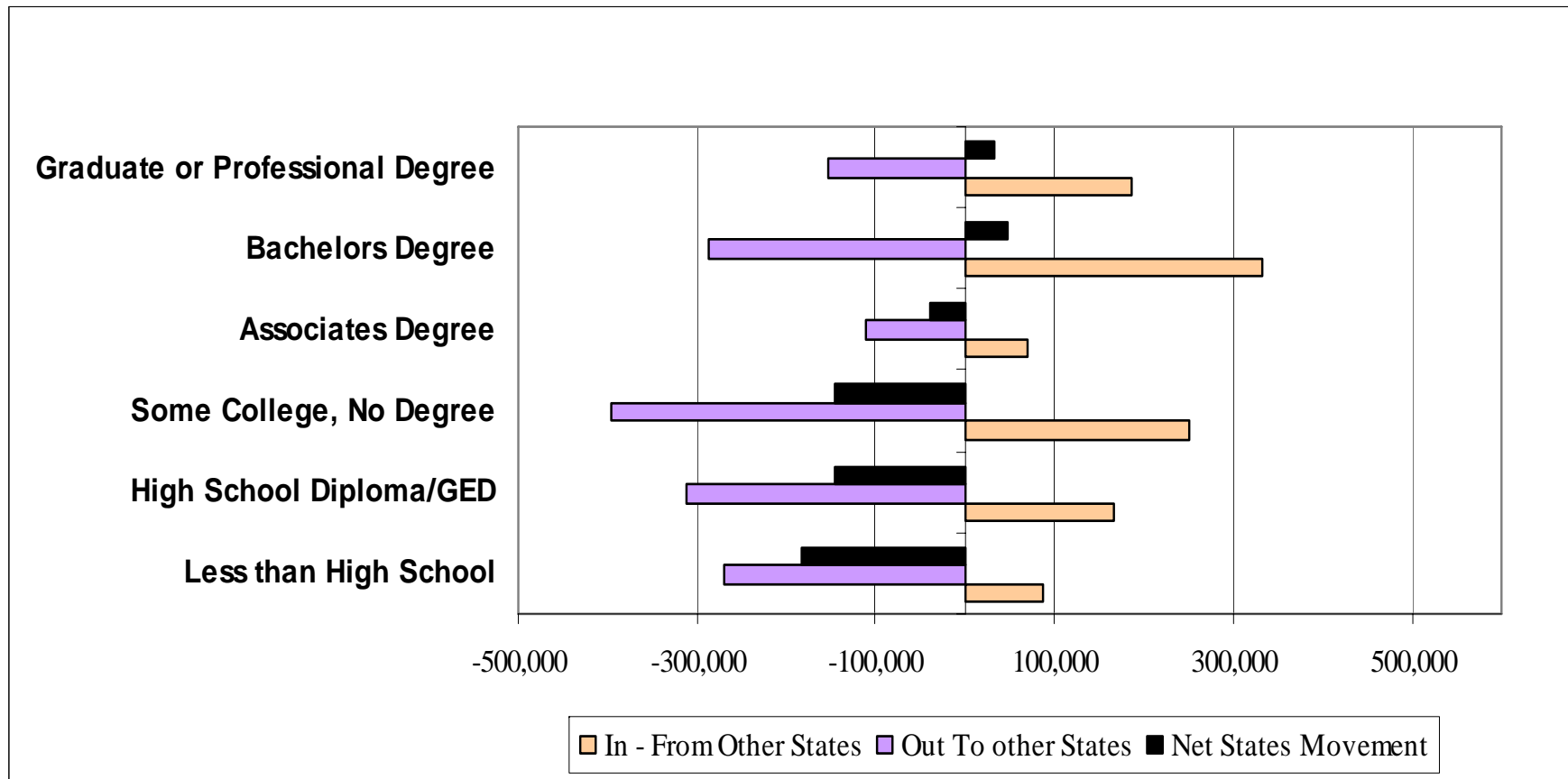
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- Between 1995 and 2000 about 2 million people moved to California and 1.5 million left.
- California gained 363,000 people with a bachelors degree or more.
- This equals 40% of all Bachelors degrees awarded in California during this period.



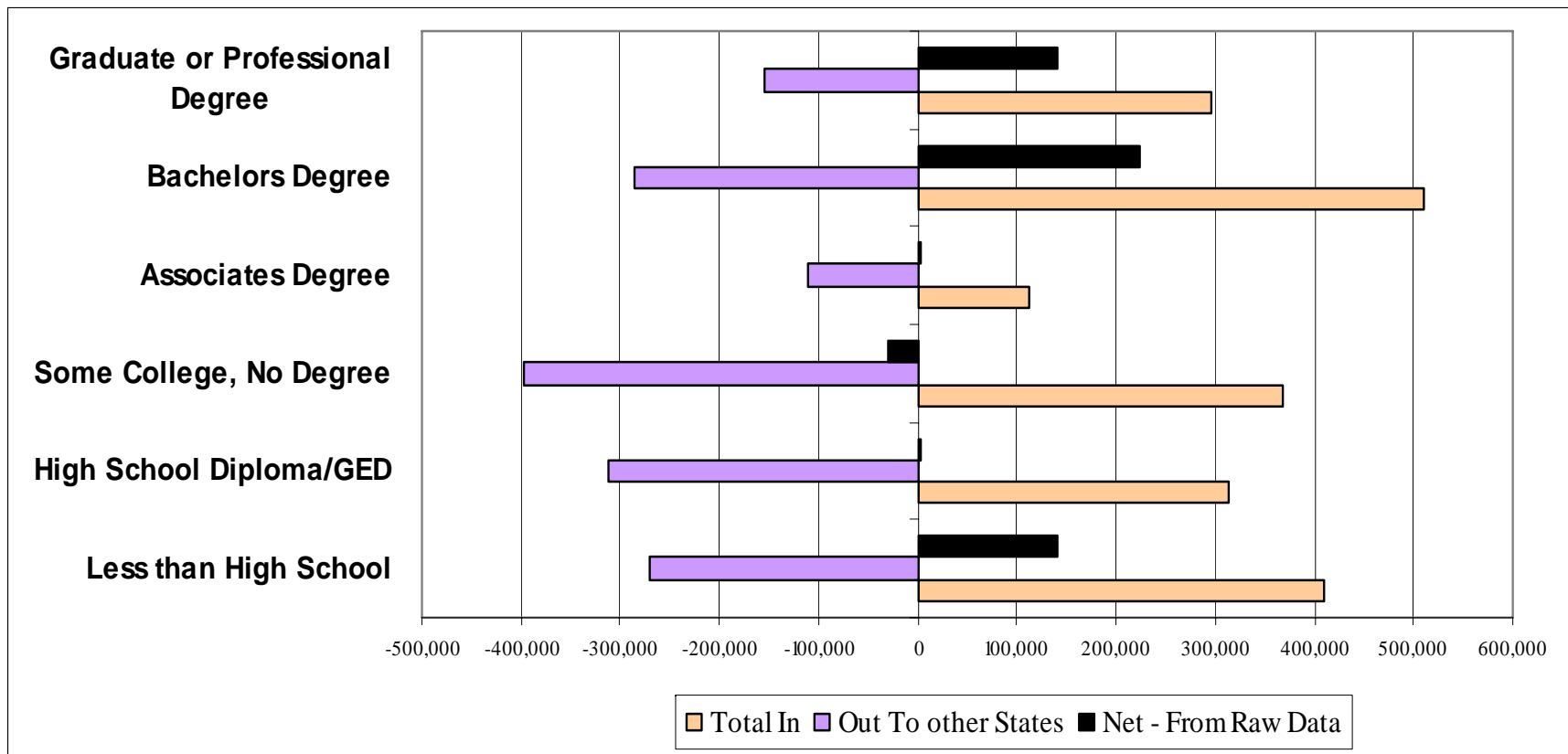
# Migration, U.S. Only, Leads to Net Loss

(Ages 22 to 64, 1995-2000)

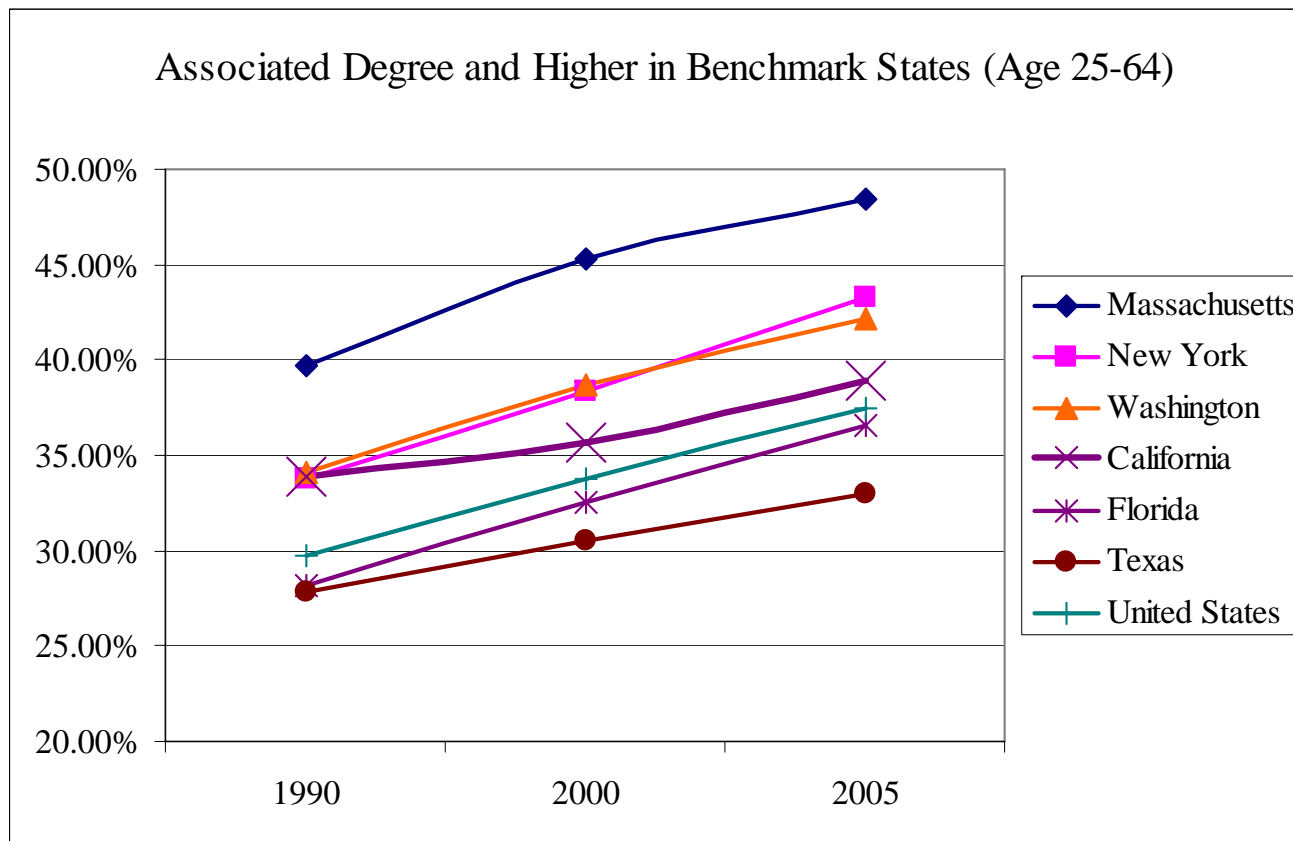


# Gains in Degrees and Less than High School

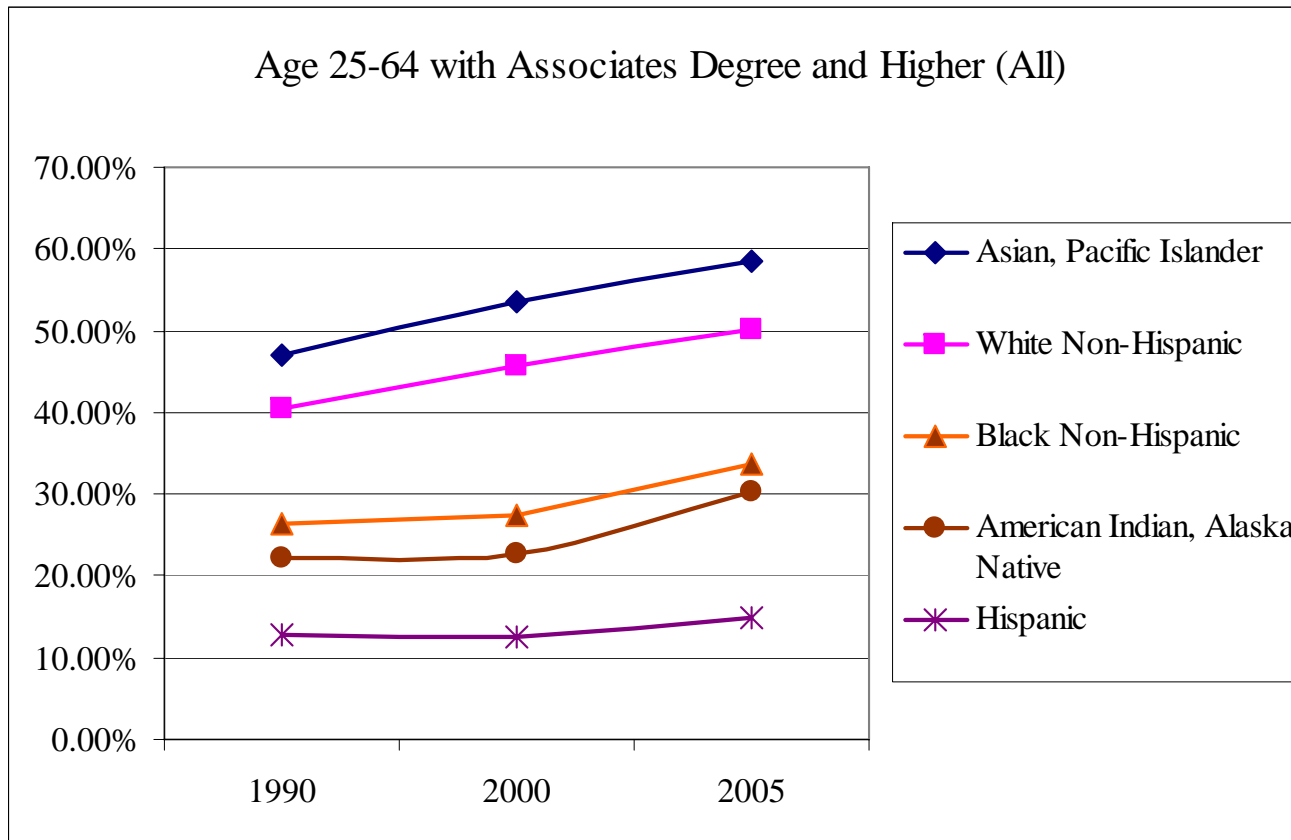
(Ages 22 to 64, 1995-2000)



# California's Advantage Lags Key Benchmark States

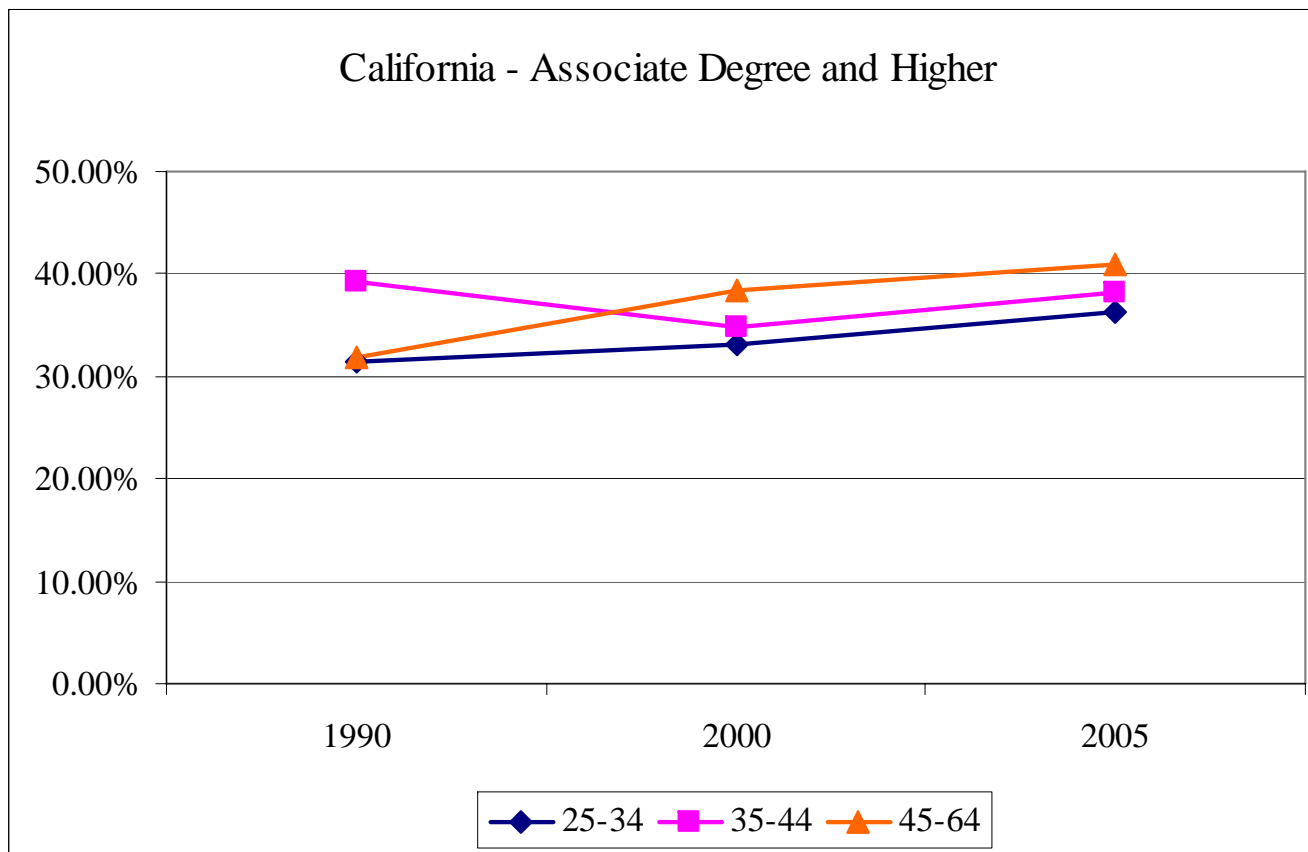


# Big Differences by Ethnic Group



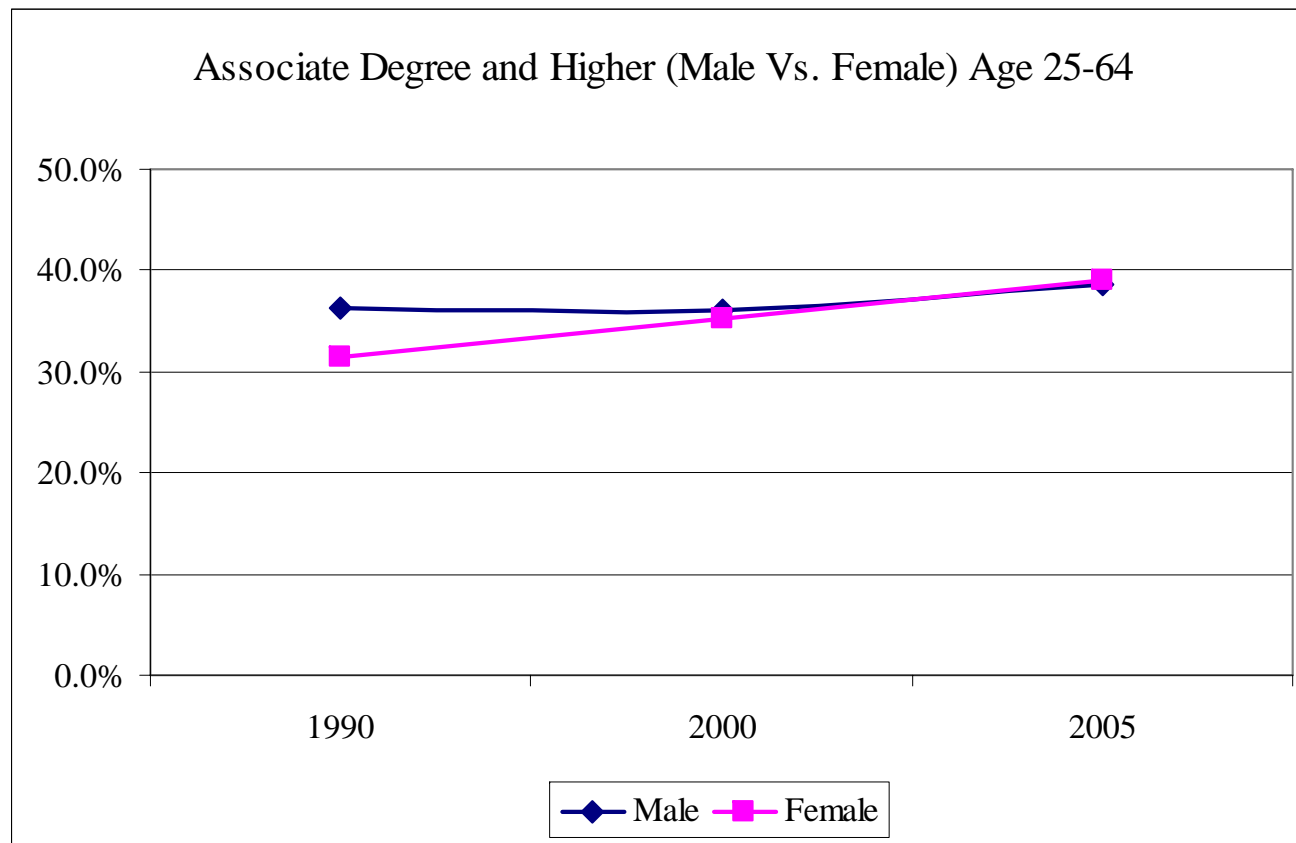
# Younger Groups Have Less Education Than Baby Boomers

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# Good News! Women Now Have As Many Degrees as Men

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# Warning! Men are Falling Behind Women

(Percent 18-25 year olds with Bachelors Degree 2005)

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<i>Ages 18 to 25</i>	<i>Women</i>	<i>Men</i>
Asian/ Pacific Islander	20.4%	14.1%
Whites	13.2%	9.8%
African Americans	5.2%	3.7%
Hispanics	4.0%	2.1%
American Indian/ Alaska Native	13.2%	6.6%

# Summary of Findings

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- California's long-term economic competitiveness is threatened by slow growing educational attainment.
- California lags competing states and may soon fall below the national average
- Younger groups have lower levels of education than retiring baby boomers they replace.
- There is disparity in educational attainment—especially with Hispanics.
- Migration into California shapes the educational distribution:
  - By adding highly-educated people to population
  - By adding many with less than high school diploma



# Policy Considerations

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- If current trends continue, California will have below-average educational attainment.
- In 1995-2000, demand exceeded supply, and trend continues.
- California did not expand higher education and cut funding in those years.
- Employers may seek employees elsewhere or relocate.
- Relying on imported degree holders is a risky strategy.



# Opportunities to Improve Results

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1. Increase productivity of existing systems and campuses.
2. Invest in upgrading education of existing workers.
3. Monitor outcomes of graduates entering the labor market.

# Increase Productivity/Upgrade Education of Workforce

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1. Reduce time-to-degree by improving articulation between CCC, CSU & UC.
2. Tailor special programs for older and returning students to reduce time-to-degree.
3. Fully fund year-round operations at high-demand campuses.
4. Move remedial education out of CSU and into CCC.
5. Provide differentiated funding for higher-cost, high-demand fields.
6. Change funding incentives towards rewarding degree completion.
7. Designate the Commission to follow-up outcomes.

# Invest in Upgrading Education of Existing Workers

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- Increase programs to support English as a Second Language (ESL).
- Offer tax incentives to employers to subsidize degree completion.
- Develop incentives for self-supported degree completion programs in UC & CSU extensions.

# Report Outcomes of Graduates Entering Labor Market

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- Track whether graduates remain in the state, if they are employed, how much they earn, and industry.
- Designate the Commission for this follow-up on public higher education and training.
- Build on the Experience of California's Performance Based Accountability System and Other States

# Sample FETPIP Data

<b>FLORIDA PUBLIC UNIVERSITIES EMPLOYMENT DATA</b> 2003-2004 Bachelor Graduates					
	<b>Graduates</b>	<b># employed</b>	<b>% Emp- loyed</b>	<b>Mean Earnings</b>	<b>Average Earnings</b>
Florida A&M University	1,582	846	%53.5	\$27,383	\$26,300
Florida Atlantic University	3,714	2,683	%72.2	\$33,867	\$32,124
Florida Gulf Coast University	665	515	%77.4	\$33,763	\$32,484
Florida International University	4,605	3,224	%70.0	\$34,756	\$33,444
Florida State University	6,353	3,838	%60.4	\$27,010	\$26,988
New College of Florida	140	63	%45.0	\$17,026	\$15,820
University of Central Florida	7,025	5,006	%71.3	\$29,278	\$28,944
University of Florida	8,259	4,776	%57.8	\$25,773	\$24,000
University of North Florida	2,179	1,672	%76.7	\$31,679	\$31,236
University of South Florida	5,309	3,818	%71.9	\$30,462	\$30,606
University of West Florida	1,462	931	%63.7	\$24,712	\$26,048
<b>Total Valid SSN's:</b>	41,293	27,372	%66.3	\$29,598	\$28,956

# Questions?

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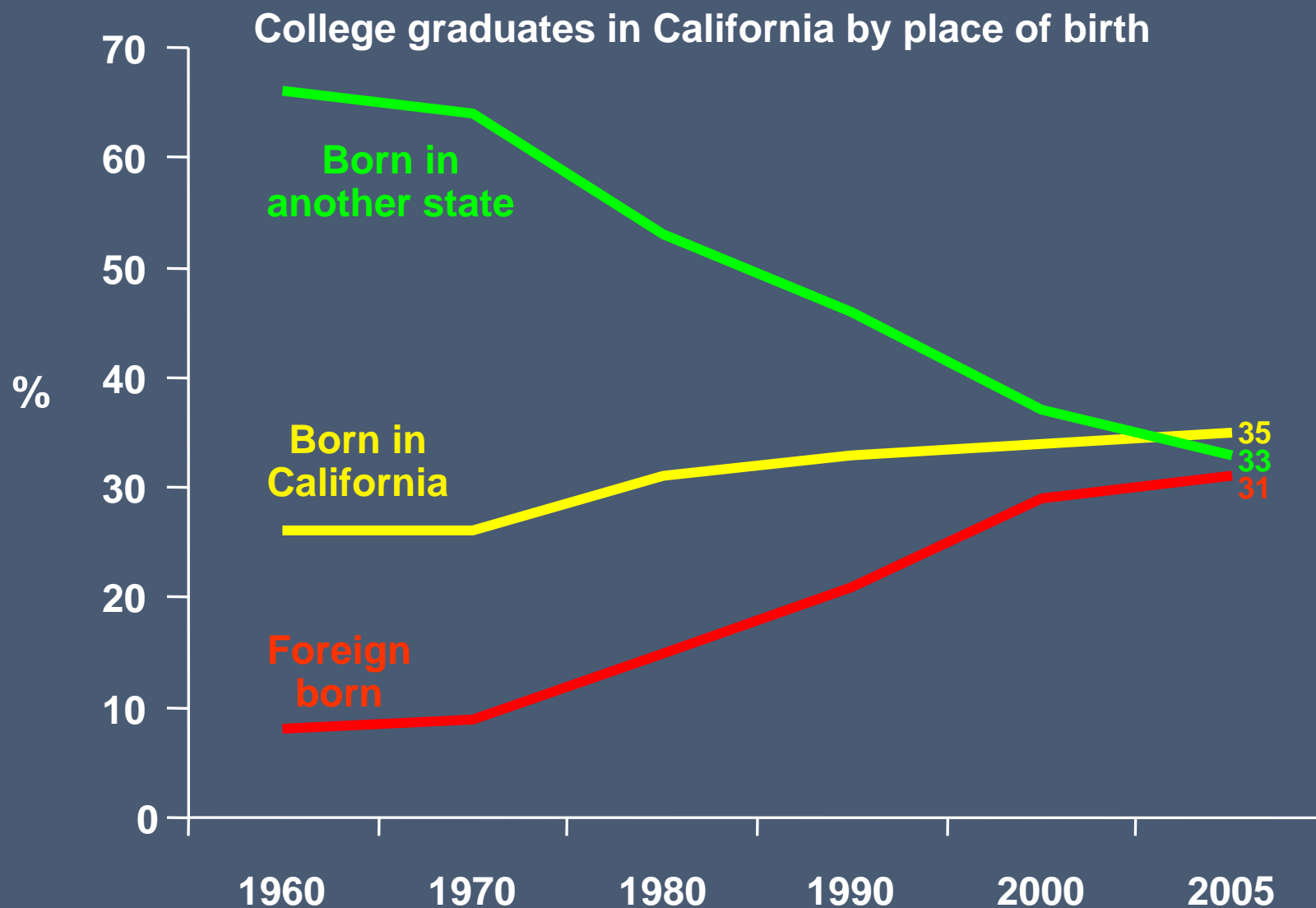
# **Can California Import Enough College Graduates to Meet Workforce Needs?**

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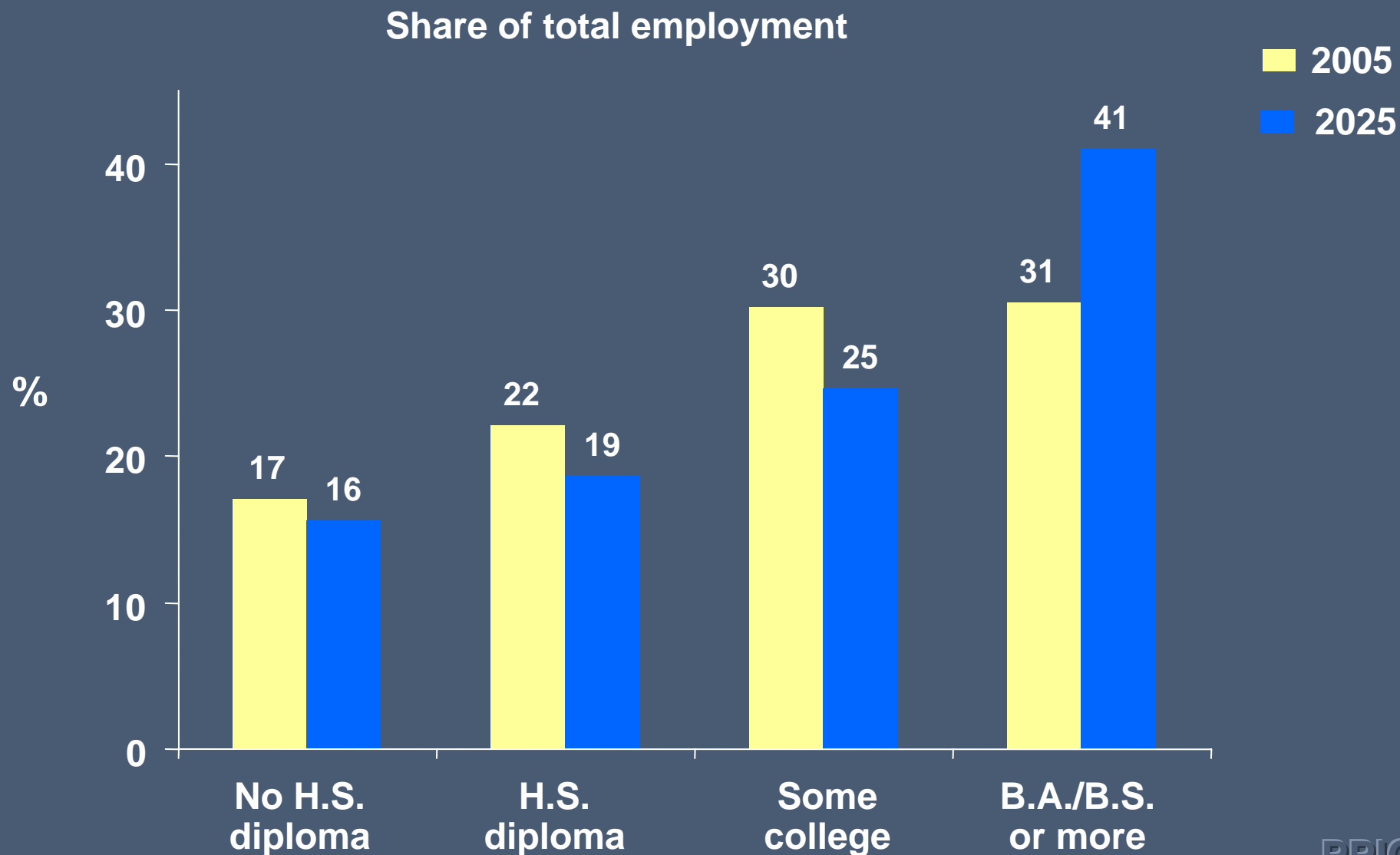
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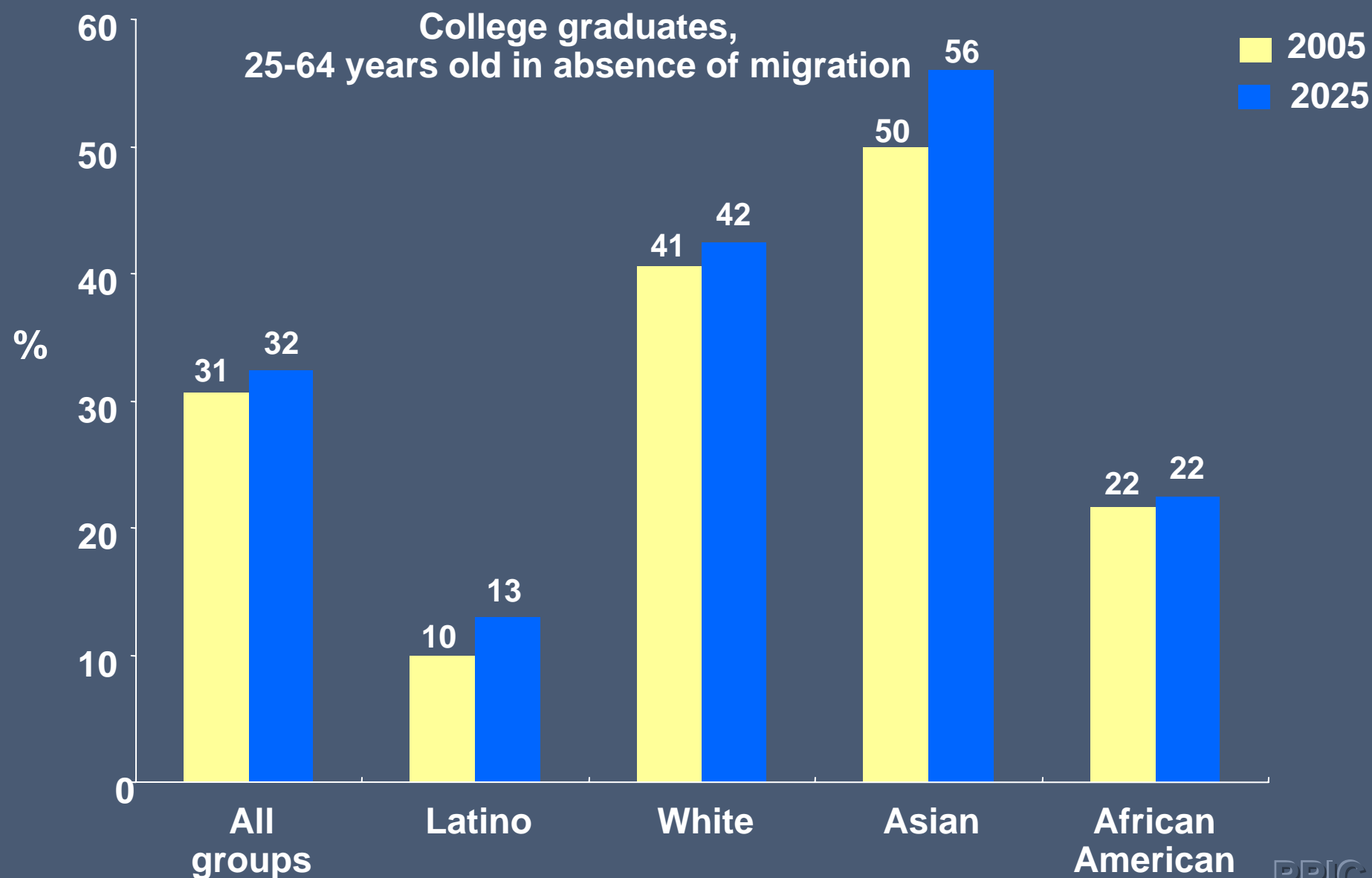
# California Relies on Migration for Highly Educated Workers



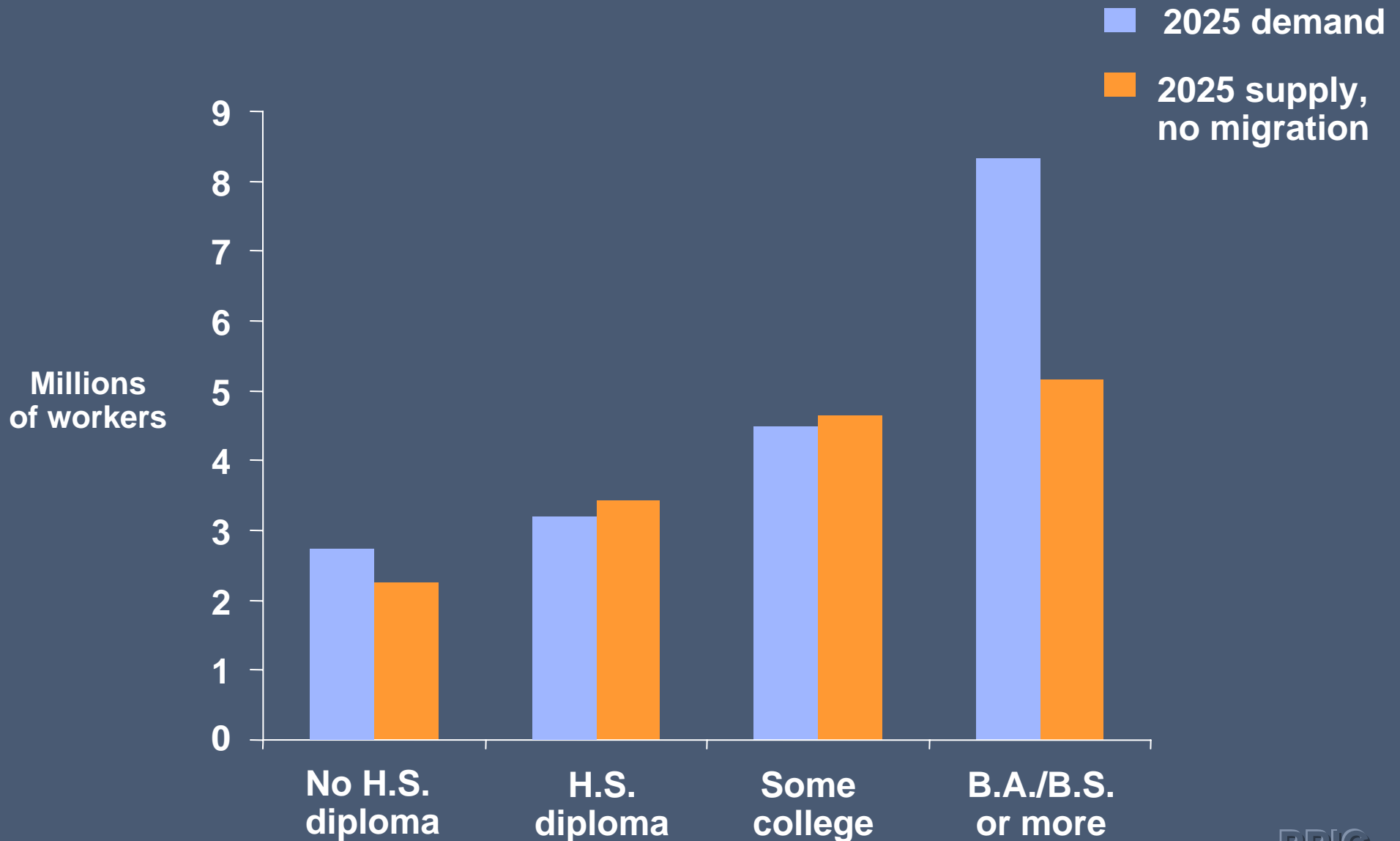
# How Much Education Will Future Economy Demand?



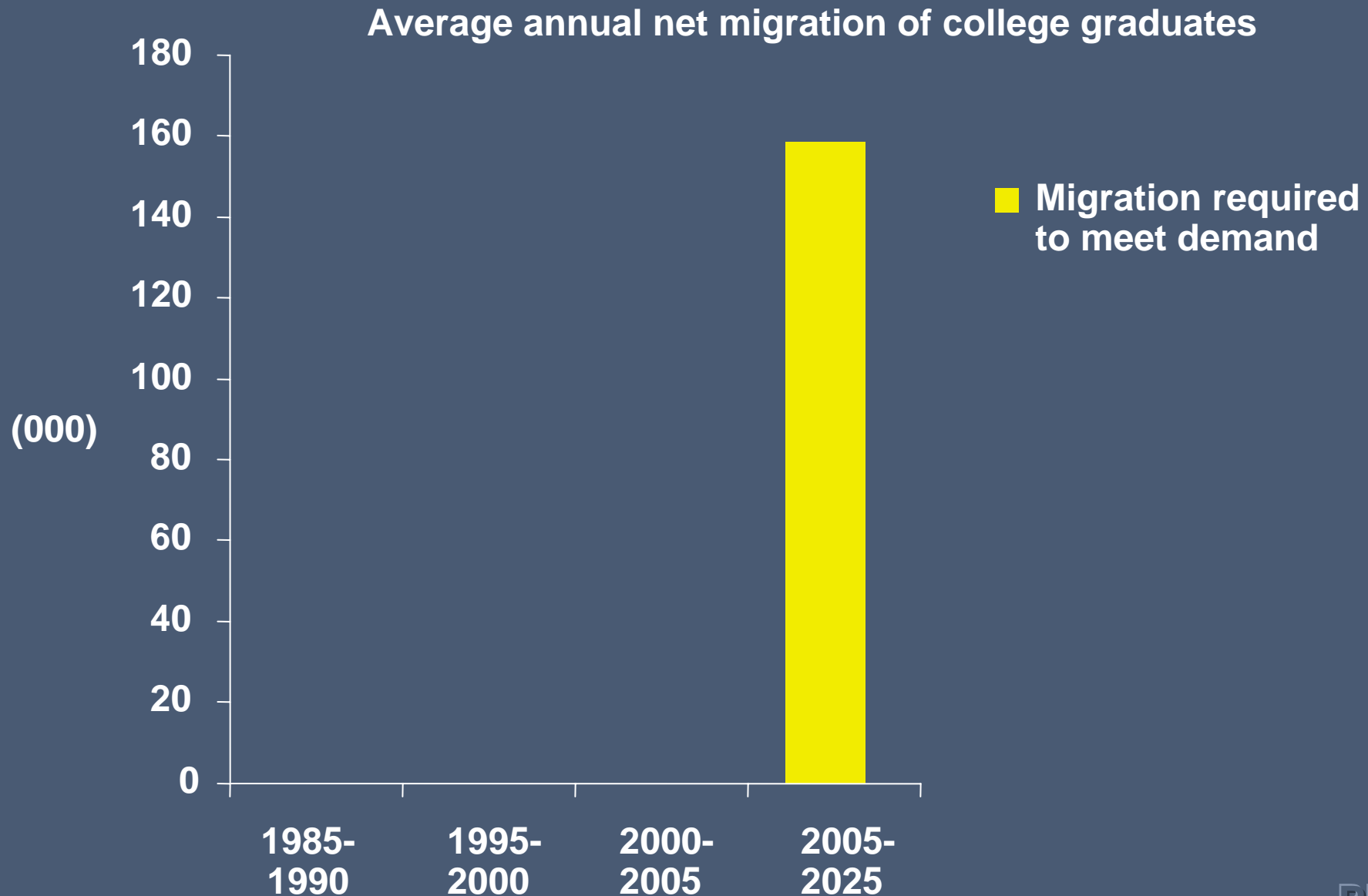
# Education Will Improve for All Groups, But Overall Gain Will Be Small



# Large Gap Between Future Supply and Demand for Skilled Workers

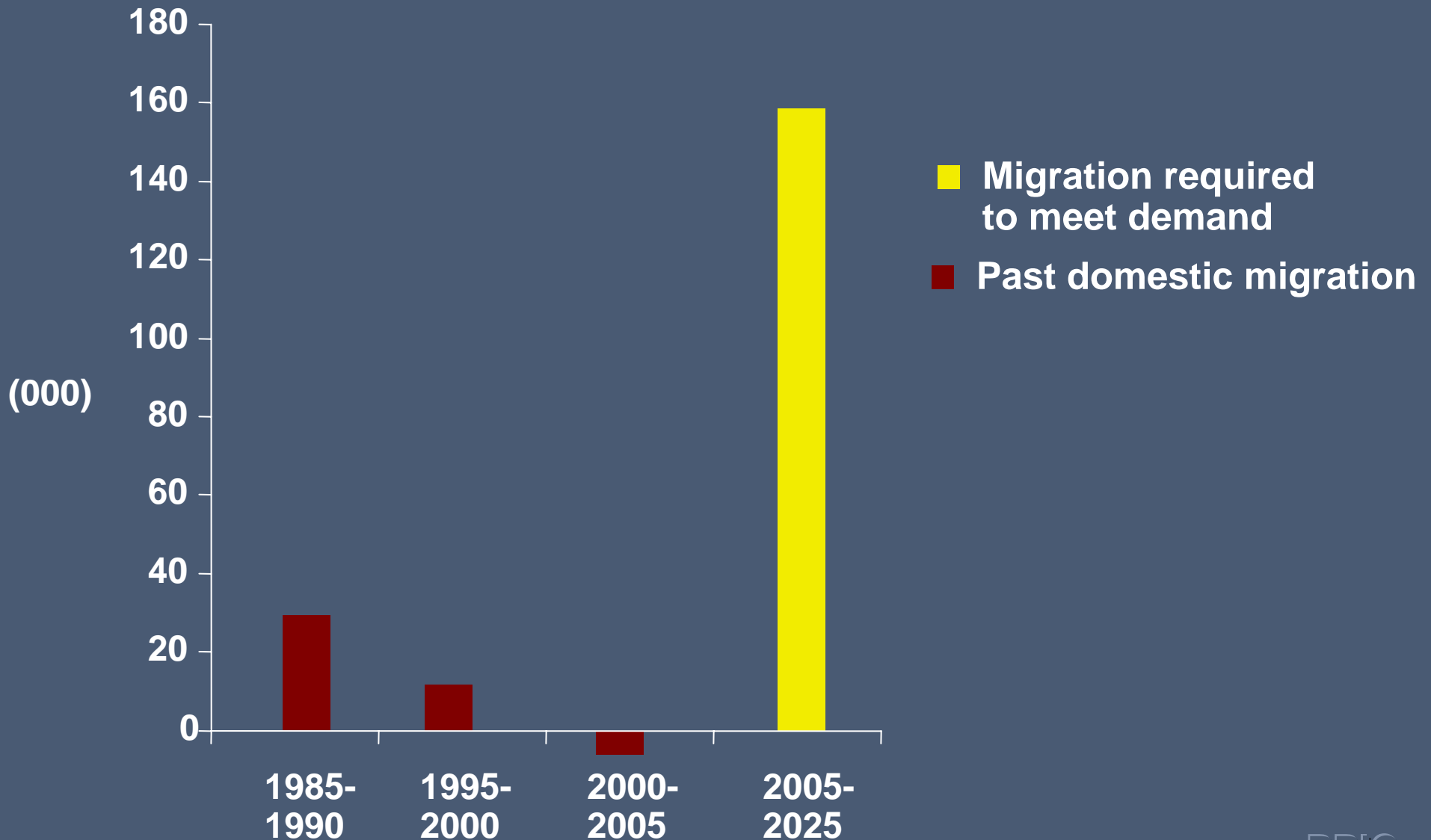


# Large Increases in High-Skilled Migrants Necessary



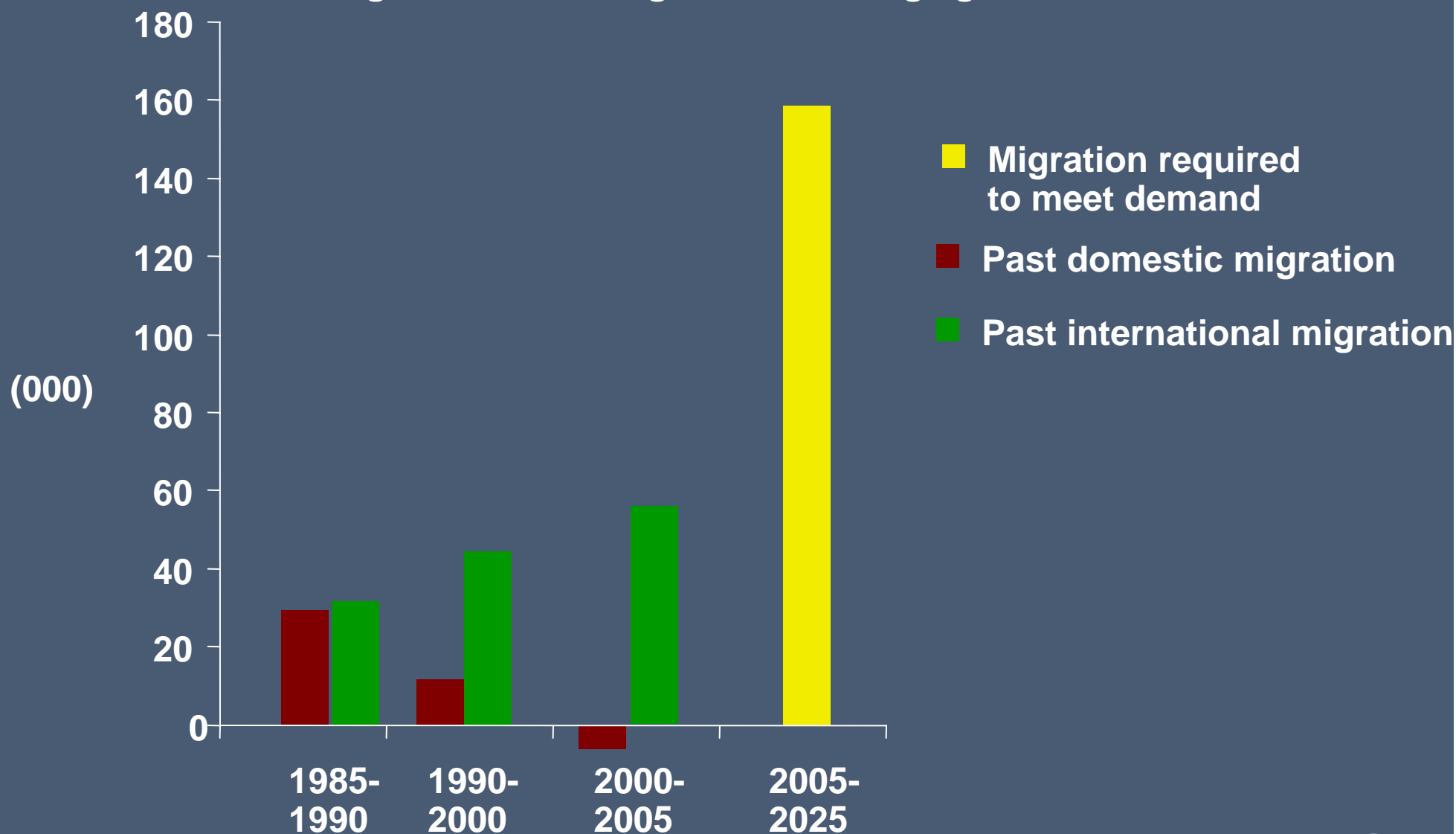
# Large Increases in High-Skilled Migrants Necessary

Average annual net migration of college graduates



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# What Can California Do?

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- Improving college participation and graduation will help close gap
- State has important role
  - Preparation for bachelor's degree in K-14
  - Public university systems educate majority of college graduates (76%)



# **Can California Import Enough College Graduates to Meet Workforce Needs?**

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